

2010 Diversity Awards THE STATE BAR OF CALIFORNIA

AWARD GUIDELINES

DEADLINE: APRIL 30, 2010

Office of Access & Fairness Programs The State Bar of California **Diversity Awards** were established in 2001 by the Board of Governors to recognize outstanding efforts made by a bar association and an individual attorney in promoting diversity in the legal profession, in particular, to recognize efforts ensuring the full and equal opportunity of all persons for entry and advancement in California's legal profession. The law firm category was added in 2007 to recognize a law firm for outstanding efforts in promoting diversity.

AWARD CATEGORIES AND CRITERIA FOR SELECTION

BAR ASSOCIATION CATEGORY

- All bar associations are eligible, including local, county, regional, statewide, young lawyers' (barristers), minority, women's, Lesbian, Gay, Bisexual and Transgender (LGBT), and other specialty bars.
- The bar association must be located in California.
- The bar association must demonstrate a sustained, long term commitment to encouraging, increasing and/or retaining:
 - diversity in bar membership, and/ or
 - o diversity in the legal profession.

LAW FIRM CATEGORY

- All law firms and legal offices are eligible, including private firms, government/public offices, the corporate sector and public interest programs.
- The firm must have at least one office located in California.
- The firm must demonstrate a sustained, long term commitment to encouraging, increasing and/or retaining diversity in the legal profession, with a specific focus on recruitment, retention and advancement of diverse attorneys.

INDIVIDUAL LAWYER CATEGORY

- The lawyer must be admitted to practice in California.
- The lawyer can be on active or inactive status and from any practice setting, including academia, the judiciary, corporate, private, nonprofit, governmental sectors, etc.
- The lawyer must demonstrate a **sustained**, **long term commitment** to encouraging, increasing and/or retaining **diversity in the legal profession**.
- Diversity activities can be performed within the scope of employment or on a voluntary basis.
- The lawyer cannot be a current member of the State Bar's Board of Governors or Council on Access & Fairness.

ADDITIONAL FACTORS TO BE CONSIDERED IN ALL CATEGORIES

- Development and demonstrated impact of programs or projects that
 - o address issues of **access and bias in the legal profession** based on race, ethnicity, gender, sexual orientation, gender identity, disability or age
 - influence individuals who have been historically under-represented in the legal profession to pursue legal careers
 - o increase advancement opportunities for lawyers who have been historically under-represented in a particular job setting or practice area of the legal profession.

SELECTION PROCESS AND AWARDS PRESENTATION

All nominees and nominators will be notified of the receipt of submitted nominations.

The State Bar's Council on Access & Fairness will review all nominations and make recommendations to the Board of Governors for final approval.

Submit an original and one copy of the completed nomination form and supporting materials (limited to 25 pages, single-sided, 8 ½ X 11 inches) that strictly conform to the instructions.

The nomination must be e-mailed, faxed or postmarked by APRIL 30, 2010. Incomplete nominations will not be accepted and will be returned to the nominator for completion and submission by the APRIL 30, 2010 deadline.

The awards will be presented during the State Bar Annual Meeting in Monterey, which will be held from September 22 – 26, 2010.

PAST AWARD RECIPIENTS

2002

Individual: Eve Hill, Disability Rights Legal Center, Los Angeles

Bar Association: California Minority Counsel Program (CMCP)

(Joint Award) California Women Lawyers (CWL)

Individual: Angela Bradstreet, Carroll Burdick & McDonough, San Francisco

Bar Association: (For Bay Area Minority Summer Clerkship Program)

Alameda County Bar Association Bar Association of San Francisco Contra Costa County Bar Association Santa Clara County Bar Association

2004

Individual: Hon. Robert Takasugi (Retired)

Bar Association: Lesbian and Gay Lawyers Association of Los Angeles (LGLA)

2005

Individual: Guy Rounsaville, Jr., LaSalle Bank Corporation

Bar Association: Southern California Chinese Lawyers Association (SCCLA)

2006

Individual: Alfred Jenkins (Retired)

(Joint Award) Bill Lann Lee, Chair, Bar Association of San Francisco, Diversity Task Force

Bar Association: California Association of Black Lawyers (CABL)

2007

Individual: Gordon "Sam" Overton, California Department of Justice

Bar Association: Santa Clara County Bar Association (SCCBA)

Individual: Mary B. Cranston, Pillsbury Winthrop Shaw Pittman

(Joint Award) Michael P. Judge, Public Defender, City and County of Los Angeles

Bar Association: The Bar Association of San Francisco

Law Firm: Sonnenschein Nath & Rosenthal LLP

2009

Individual: Ann Park, Partner, Pond North LLP, Los Angeles

Bar Association: Asian American Bar Association of the Greater Bay Area

Law Firm: Southern California Edison Law Department